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Equality, Development and Peace

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LUSAKA, ZAMBIA, 3-7 DECEMBER 1979

PROGRAMMES AND STRATEGIES FOR 1980-85:

EQUALITY DEVELOPMENT AND PEACE

INTRODUCTION

1. At the mid-point of the United Nations Decade for Women, it is imperative to set forth a strategy to accelerate the pace of integration of women in development in the Africa Region. This strategy must be seen in the context of the Plan of Action for the Integration of Women in Development in Africa, originally spelled out in 1974, as well as the 1980 World Conference for the United Nations Decade for Women (UNDW) theme of "Equality, Development and Peace" and subtheme of "Employment, Health and Education." It will benefit from the experience gained in efforts to implement the Plan in the first half of the Decade.1/

2. Since the issuance of the original Plan in conjunction with International Women's Year, new emphases in development theory have emerged within the United Nations system. These development emphases connote particular strategies, that is structural changes purposively undertaken to find a consistent and enduring solution to a problem faced and perceived by society.

3. These new development emphases must be reviewed and examined for the implications they have on programmes and strategies for women in the Region, in order to place the Plan in a conceptual framework. In addition to particular strategies for specific sectors and programmes, there need to be overall national and regional strategies aimed at the fuller participation of women in meaningful development. Out of this overall strategy specific action-oriented programmes to further the implementation of the Plan of Action will emerge.

Development Strategies as they relate to Women in the Africa Region

4. Perhaps the main contribution of the delegates from developing nations to the Conference on International Women's Year (Mexico City, 1975) was the idea that women and development could not be viewed in a vacuum but was an inseparable part of world social and economic forces. The crisis in development theory of the mid-70's which led to the call for a New International Economic Order (NIEO) was

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1/ Analysis of the results of the first half of the Decade appear in the paper "Progress and Obstacles in Achieving the Minimum Objectives of the World and Africa Plan of Action", E/CN.14/ATRCW/79/W.D.1.

integrally linked to the situation of women. The United Nations Economic Commission for Africa (ECA) spelled out an African strategy in order for the formerly marginal to gain equitable access to the world's resources:

- the deliberate promotion of an increasing measure of self-reliance·
- the acceleration of internally-located and relatively autonomous processes of growth and diversification;
- the progressive eradication of unemployment and mass poverty. 2/

5. In order for these goals to be fulfilled, there must be the full participation of women in all the sectors marked for emphasis in the restructuring of the international economic order: agriculture, rural transformation, industrialization, national planning, international trade, resource transfer, science and technology, cooperation among developing countries and restructuring of the United Nations system. Strategies within these sectors have been described at length in the ATRCW publication, The New International Economic Order: What Roles for Women, 3/ and elaborated upon in reference to specific sectors below. In general they stressed that women were critical rather than marginal to their country's economies and that restructuring of the international economic order could not be achieved without recognition of their important inputs.

6. The conceptualization of the New International Economic Order exercised considerable influence in other fora, leading to a re-examination of policy on technical cooperation for development, alternative development strategies, the transfer of science and technology and agrarian reform and rural development.

Technical Cooperation among Developing Countries (TCDC)

7. Technical Cooperation among Developing Countries (TCDC) in essence in a necessary strategy that developing nations can adopt to hasten the arrival of the NIEO: it is a series of co-operative actions that may be undertaken by developing nations themselves to speed genuine, balanced development. With its emphasis on the full utilization of human resources,

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2/ Revised framework of principles for the implementation of the new international economic order in Africa, 1976-81, E/CN.14/ECO/90/Rev. 3, 27 June 1976.

3/ E/CN.14/ATRCW/77/WD3,31 August 1977.

the need for the involvement of women in the Africa Region is obvious. 4/ In elaborating sectoral strategies for accelerating the pace of women's integration in development in Africa, the principles of TCDC should be borne in mind. As much as possible strategies should take into account existing sources of knowledge and technology which are already possessed by women of the Region. Whether it involves the use of existing technologies for lightening the burden of rural women's work, or relying on the expertise of professional associations of African women in research and training, or sending skilled practitioners of income-generating crafts to impart their techniques to women elsewhere on the Continent, the application of TCDC as a strategy for women in the Region provides vital acceleration.

Alternate Development

8. Alternate development as a growth strategy is closely related to the concepts of the NIEO and TCDC. Alternate development shares the goals of the NIEO and endorses TCDC as a central strategy in achieving them. The further contribution of "alternate development' to the growing body of development theory is the idea that domestic structural changes are necessary in developed and developing countries to ensure the NIEO, and that the equality of development is more important than quantitative targets. 5/ Alternate development in the developing world has also been known as collective self-reliance with emphasis on (in addition to TCDC), severing links of dependency, full mobilization of domestic capabilities and resources, and reorientation of development efforts to meet basic social needs. While the official literature has been markedly silent on the relationship of women to this concept, 6/ alternate development has strong strategy implications for women in the Region. African women must consider alternate development as an overall strategy in making plans for the second half of the Decade. 7/

9. It was women's marginality to the types of development programmes prevalent in the 'sixties and 'seventies characterized by growth without

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4/ The linkages between women in Africa and TCDC are spelled out in depth in the ATRCW paper, Technical Cooperation among Developing Countries and Human Resources Development: The Experience of the African Training and Research Centre for Women of the Economic Commission for Africa," prepared for the World Conference on TCDC, Buenos Aires, Argentina, August 1978.

5/ See Khadija Haq, editor, Equality of Opportunity Within and Among Nations (New York: 1977)

6/ One of the few exceptions is H.A. Patel, "Another Development for Women," in Marc Nerfin, editor, Another Development: Approaches and Strategies (Uppsala, 1977).

7/ ATRCW has addressed these issues in its paper, "The Role of Women in Alternative Patterns of Development and Life-Styles in the Africa Region," ECA/SAP/1979/3, 14 December 1978.

equity that in part resulted in growth without meeting broad social and economic needs. As more qualitative measures of development are used, the centrality of women, who were frequently ignored in quantitative reckoning, becomes clear.

10. Agricultural transformation for increased food production is a major aim of alternate development; here the interests of African women, the vast majority of food farmers, are highly relevant. In education, in order to foster endogenous development, social policy must pay special attention to raising the educational level of women and mothers from poor, under-privileged strata of society in order to obtain a major impetus towards social reconstruction. Women, as major determinants of consumption patterns, could be important in creating a new "Ethic of Consumption" to cut down the production and consumption of non-essential goods and lessen the Region's technological dependency. National strategies in line with alternate development with the full inclusion of women need to be adopted, particularly in the areas of (1) rural development (2) educational policy and planning, and (3) technology.

11. Several recent initiatives directly pertinent to strategies for women in the Africa Region in the years 1980-85 have taken their lead from the new development emphases outlined above. These include (a) the FAO Regional Food Plan for Africa, the (b) ECA/OAU Monrovia Declaration, and (c) the World Conference on Agrarian Reform and Rural Development (WCARRD). All present programmes and strategies for, largely, rural transformation to which women of the Region should direct their attention.

12. The Regional Food Plan for Africa 8/ grew out of analysis of the continent's deteriorating food situation and the realization that in the 'seventies Africa has lagged behind the rest of the world in food production increase which has not even met population growth. The plan spells out strategies for improvement of this situation through major national policy shifts towards allocation of greater resources to agriculture. The importance of investments in "human capital" is stressed. Ironically, women are only marginally mentioned in the Plan. In reaction, African women must make their critical presence felt by agricultural planners. If not, it is likely that the desired increased in food production will not be achieved, because it ignores the bulk of the subsistence farmers.

8/ FAO, ARC/78/5, July 1978.

Monrovia Declaration

13. The Movrovia Declaration 9/ stems from an examination of strategies to achieve the types of development best suited to Africa for the year 2000. It endorses a strategy for change with four principal elements:

(1) A new pedagogy geared to African unity.

(2) The need for scientific, cultural and social values underlying a new approach to development.

(3) Mastery over the technical and financial instruments that are vital to the new type of development.

(4) A new approach towards international cooperation, with the emphasis on links between developing countries.

14. Women should be aware of these new strategies, particularly because of their emphasis on human resource development at a high level; the implications for the Plan of Action are stress on those parts relevant to promoting equality of opportunity in education for women at all levels of the educational hierarchy. Women must prepare themselves to be full participants in the new Africa.

World Conference on Agrarian Reform and Rural Development

15. Uniquely of the three aforementioned initiatives, the World Conference on Agrarian Reform and Rural Development 10/ was particularly specific on actions necessary for the full integration of women in rural development. Its recommendations are fully pertinent to the Africa Region. According to the Conference Report:

> recognition of the vital role of women in socio-economic life in both agriculture and non-agricultural activities, in accordance with the goals of the United Nations Decade for Women, is a prerequisite for successful rural development planning and programme implementation. Rural development based on growth with equity will require full integration of women, including equitable access to land, water, other natural resources, inputs and services and equal opportunity to develop and employ their skills. There is also an urgent need to expand knowledge and statistical data on all aspects of women's roles in rural activities and to disseminate this information in order to promote greater awareness of women's role in society.

9/ The declaration emerged fromthe Joint ECA/OAU "Symposium on the Future Development Prospects of Africa Towards the Year 2000."

10/ See Report, World Conference on Agrarian Reform and Rural Development, held in Rome, 12-20 July 1979, item IV, "Integration of Women in Development."

16. The Conference spelled out specific areas for Government actions towards (1) the equality of women's legal status, (2) promoting women's access to rural services, (3) women's organizations and participation, and (4) educational and employment opportunities. These have been considered in the relevant sections below.

Science and Technology

17. An area which has come up for increasing attention, particularly in light of the United Nations Conference on Science and Technology for Development, science and technology must be part of an African strategy for the fuller integration of women in development to be considered when elaborating programmes of action. In general, the transfer of modern technologies to Africa has not helped release women from labour-intensive and non-productive tasks but rather when technology has affected women at all, it has affected them adversely. Frequently women in the Region must be concerned with caveats to prevent the negative impact of technology on their lives. With respect to the transfer of technology, it should be noted, on the one hand, that such technology should help alleviate the heavy workload of women, particularly those who work outside the home. On the other hand, technology should not be so sophisticated as to displace workers in areas susceptible to unemployment or underemployment. The possibilities provided by scientific and technological progress must be put to use for the improvement of the working and living conditions of women.

18. In particular in the Africa Region 11/ in developing programmes of action, stress must be placed on intensive research to examine the role of women in agriculture and the home with the view of introducing improved technologies to assist with their work: more emphasis should be given to train women in improved agricultural techniques, maintenance and operating of improved equipment; governments should establish small-scale technology resource centres to enable rural women to have access to self-employment; and far greater emphasis should given to including scientific and technical training in school curriculum for both boys and girls. Women should be trained at all levels of science in order for women and the Region to participate fully in the utilization of the important tools of the era.

11/ These recommendations are from the paper, "The Role of Women in Africa in the Utilization of Science and Technology for Development," the contribution of ECA/ATRCW to the African Regional Meeting on UNCSTD, July 1978.

19. In the majority of countries of the Region, unfortunately, women in the context of science and technology planning are seen as the beneficiaries of development strategies in their roles as housewives, cooks and child bearers, but not as active economic participants. 12/ Their important need for direct access to science and technology as active economic participants must be stressed in elaborating programmes and strategies for the Second half of the Decade.

Equality, Development and Peace

20. The relevance of new development emphases for the Conference theme of Development, in the context of Equality, Development and peace is obvious. Their relationship to Equality and Peace needs further statement.

21. A major element in the new emphases is social equity - the realization that without balanced and equitable growth within national orders, the NIEO will not be achieved. Some particularly strategies - particularly that of the WCARRD recommendations - have spelled out in detail the importance of equality for women in order to achieve national, regional and world economic goals. However, it should be clear to all that equitable growth and balanced development would be contradictions if they were not based on full equality - especially of access and opportunity - of women in the Region.

22. Peace is vital to the achievemement of development aims, particularly for women who have suffered losses in their families so greatly when there is no peace. It is only with peace that development can be achieved. Armed conflict is inimicable to the realizations of the Plan of Action for the Integration of Women in Development in Africa and to the goals and themes of the Decade. It becomes particularly clear in the case of southern Africa. While apartheid continues to exist women in southern Africa are prevented from achieving their full human potential, from participating in human resource development, from sharing their knowledge and skills. There is no possibility for their being integrated into development under the current state of things. The achievement of peace and freedom is a prerequisite for the women of southern Africa to participate fully in the Plan of Action and in programmes and strategies for development in the second half of the Decade.

12/ This point is elaborated on by P.M. D'Onofrio in "The Implications of UNCSTD's Ascending Process for the Exploitation of Women and Other Marginalized Social Groups," UNITAR Science and Technology Working Paper Series, no. 7, 1979.

Evaluation of the Plan of Action

23. The above discussion is not meant to substitute for the Africa Plan of Action, but rather to underline possible new strategies and directions in light of emergent thinking within the United Nations system. The Plan of Action continues to be viable. What follows is a discussion of programmes and strategies through which the speed of implementation of the Plan may be accelerated within the second half of the Decade, with regard to specific sectors and programmes.

ORGANIZATIONAL MACHINERY

24. The Plan of Action recognized that the situation of women varies across the continent and that the implementation of the Plan and the urgency of any particular action may also vary from country to country. Any programme strategy requires and has implications for administrative machinery and procedures at national and regional level. It is the essential framework upon which experience gained is channelled in rational and coherent manner. Thus the Plan of Action recommended the establishment of organizational machinery at national & regional levels. These machineries were considered essential in order to "widen opportunities for women to participate in development and to accelerate action towards promoting women's skills, and bring awareness of their actual and potential role in national development."

25. At National Level the plan recommended the establishment of National Commissions on Women and Development supported by technical Secretariats to undertake research, to formulate projects and programmes and in general to seek integration in all sections of economic and social development.

26. At Regional Level to further strengthen the existing long-term programme of the Commission it was recommended that the African Regional Standing Committee should be established to co-ordinate the work of the National Commissions to advise the ECA Women's Programme and to co-operate with international and regional organizations, especially the All Africa Women's Conference. The Plan proposed equally the establishment of a Pan African Research and Training Centre to assist member States and voluntary agencies, including women's organizations, in strengthening the roles of women in the Africa Region. Its major functions were to be training, research, the formation of an African Women's Development Task Force and a revolving fund to assist entrepreneurship among women.

National Machineries

27. Progress made since 1975 necessitates a further elaboration of these guidelines in institution building. The major tool of ECA in assisting memeber States in the establishment or strengthening of National Machineries has been the organization of 3-4 day Seminars for Government, non-governmental organizations and individual participants to review the organizational situation of women's programmes and come up with an appropriate organizational pattern. Twenty such seminars have been held and they are continuing. Once these machineries were established they were backed up by consultancy missions to strengthen them, by project preparation workshops and study tours to widen the experience of member States. The interest of member States in the establishment of National Machineries continues, culminating in Resolution 360 (XIV) of the Fifth Session of the ECA Conference of Ministers Rabat, Morocco (March, 1979).

28. To make these machineries functional it is necessary for governments to provide adequate resources and technical personnel. The experience gained indicate that the variety of socio-political and economic structures of member countries necessitates a less rigid formula for the establishment of these machineries. Provided that the organizations established for the needs of women are functional, technically competent and reach rural women, they should be considered adequate. A strategy that should complement the established machineries is the promotion of Women's Units in planning ministries and commissions to feed and monitor national development plans with data on women and to integrate a plan of action in national strategies. The establishment or strengthening of the Women's Units in collaboration with member States will be a major preoccupation of ATRCW in the second half of the Decade.

29. The establishment of the MULPOCs at the sub-regional level by ECA in 1979 has given rise to a new situation not envisaged by the Regional Plan of Action for the Integration of Women of 1974. The major function of the MULPOCs is the promotion of inter-country co-operation through the identification and implementation of multi-national and multi-sectoral programme and operational projects. Since these MULPOCs imply decentralization of the activities of ECA and since integration into the ECA work programme is the new strategy followed by ATRCW, the Centre proposed subregional structures. Thus the Regional Conference on Women and Development held in Mauritania September/October 1977 with a view of strengthening the field activities currently carried out by ATRCW and in an effort to decentralize its activities proposed a three-tiered machinery system: national, subregional and regional. The national machineries have already been referred to above. At subregional level Committees on the Integration of Women in Development have been established in the Lusaka, Gisenyi, Yaounde and Niamey MULPOC. Each of these committees function within the framework of the respective ECA/MULPOC. Their major

role is to monitor the women's programme in each subregion and make appropriate recommendations on programmes to their respective Council of Ministers.

30. The Strategy for 1980 - 1985 will involve the strengthening of the Women's Programme of each MULPOC by provision of manpower and resources for projects. Assuring their research capabilities will be given high priority.

31. The recommendation for the establishment of an African Regional Standing Committee has now been fulfilled with the establishment of Africa Regional Coordinating Committee in March 1979. This Committee meets once a year to review progress made and monitor established work programmes. It co-ordinates the work of the subregional committees and considers common areas of concern.

32. A year after the presentation of the Regional Plan of Action, in 1975, the ECA Conference of Ministers endorsed the proposal to establish ATRCW; on 31 March 1975 the Executive Secretary of ECA officially proclaimed the Women's Programme the African Training and Research Centre for Women.

33. Commending its achievement, the Review Mission in March 1978 recommended that the Centre be elevated to Divisional status in the ECA and be called the Division for the Integration of Women in Development. The Conference of Ministers endorsed this recommendation in March 1979. Equally the Review Mission expressed serious concern over the heavy reliance of the Centre on extrabudgetary resources. It recommended that at least six regular budget posts be made available to the Centre to carry out its rapidly expanding programme.

34. In view of the decentralization policy of ECA the work of the Centre in the next half of the Decade will be concentration on project development, conceptual clarity, review and appraisal of progress made in the year and fulfillment of clearing house functions. These conceptions will be valid when the Division for the Integration of Women in Development is established within the next half of the decade. Specifically the functions of the Division will include:

(a) To continue to assist member States in designing and implementing programmes to increase the participation of women in development, as the mobilization of all human resources is necessary for the meaningful development of the Region.

(b) To promote at national, subregional and regional levels an inter-displinary and multisectoral approach to the issues related to the total integration of women in the development process.

(c) To create greater awareness among member States and international organizations on the situation of women in the Africa Region, and to ensure that they take into account the needs of women in their current and future programmes.

(d) To assist the women of the region in their efforts to mobilize and gain access, both in law and in fact, to all available resources for their self-improvement and effective participation in development.

(e) To offer necessary assistance for the strengthening of the roles of women in the development process in the newly-librated areas as well as in the liberation movements for Southern Africa.

35. It is also recommended that by the end of the Decade the programme and staffing requirements become part of the regular programme of the ECA and not be based on extra-budgetary sorurces.

36. The establishment of the Interagency Working Group (IWG) in ECA March 1978 was a major step forward. The major purpose and function of the IWG are:

(a) to classify and co-ordinate projects within the Africa Region into a coherent programme;

(b) to co-cperate with all interested bodies for the planning and development of programmes, and in identifying new areas of co-operation; and

(c) to review progress, and report on plans and activities of the Region to appropriate United Nations bodies, establishing two-way relationships.

During the Second half of the Decade it is hoped that this group will identify two or three major programmes which will be carried out jointly by appropriate agencies to ensure maximum impact and effect.

37. ATRCW strategy is to include a women's dimension in the different divisions of the ECA. The Centre will endeavor to use existing research and training institutes within the Region as additional instruments for

the implementation of its programmes. ECA will assist both (a) in the development of programmes in institutions directed to women and (b) in the introduction of programmes which meet the special needs of women, such as development planning and upgrading intermediate rural workers. Some of the institutions concerned include PAID, ENDA, CAFRAD, the Arusha Management Institute and the Centre for African Family Studies.

38. Since data collection remains an important tool for planning, ECA/ATRCW will co-operate and cordinate its activities with Centre for Social Development and Humanitarian Affairs and with the International Institute for Training and Research for Women.

EDUCATION AND TRAINING

39. The government representatives who attended the World Conference for the International Women's Year held in Mexico City in June 1975, after examining the situation of women in education and training, had this to say:

> Access to education and training is not only a basic human right recognized in many international instruments, it is also a key factor for social progress and in reducing the gap between socio-economic groups and between the sexes. In many countries girls and women are at a marked disadvantage. This not only constitutes a serious initial handicap for them as individuals and for their future position in society, it also seriously impedes the effectiveness of their contribution to development programmes and the development process itself.

40. The Plan of Action for the Integration of Women in Development in Africa also recognised that the failure of girls and women to be educated and trained equally with men leads to the marginal participation of women in development efforts and in modern economic activities. It therefore redommended that special efforts should be devoted to reducing the school drop-out rate among girls and introducing an integrated approach to education and training which emphasizes needed community skills. Specifically this regional plan requested member States to:

(1) Provide short-term compensatory programmes for women and girls - in literacy, numeracy, and non-formal education programmes·

(2) Introduce training programmes for women at the village level in modern farming principles and use of equipment, agriculture and fishing, co-operatives, entrepreneurship, commerce, and marketing (for example credit, book-keeping, and consumer education);

(3) Reform school curricula and ensure equal curricula choices for grils and boys, including agriculture and other employment-oriented subjects:

(4) Revise educational material to fit national needs and facilitate changes in attitudes, and include courses on population education and family life education in school curricula at all levels as well as in programmes of non-formal education;

(5) Provide social and vocational guidance for girls as well as boys, encouraging girls to equip themselves for a wide choice of employment opportunities.

41. Review of the progress made since the adoption of the Plan indicates that even though governments are making efforts to offer more opportunities in education and training to women, they still lag far behind men. Inequalities in curricula and enrolment are still glaring. Girls are still being offered more of the subjects which are sex-based rather than employment - oriented. Women still constitute the majority of illiterates in Africa.

Strategy for the rest of the Decade

42. All the recommendations contained in the Regional Plan of Action regarding education and training have not been fulfilled. More efforts are needed in order to achieve these goals. The following can be considered as additional measures which need to be taken in order to bring desired change through education and training:

43. Planning and Policy Implications

(a) All projects for increasing and diversifying the education and training of women and girls must be planned and executed within the context of overall national planning for manpower needs:

(b) National educational policies and programmes must take due cognizance of the national economy and employment objectives in order to provide education and training geared to equipping women for effective participation in the economic life of Africa.

44. Formal Education

(a) Special efforts should be made to ensure that girls with the ability to advance to higher levels of education or specialized training receive education and training suited to their aptitudes, with the help of special bursaries for those whose parents could not meet the costs.

(b) Special subjects in nutrition, family law, and sex education, for example, should be introduced to both girls and boys.

45. Literacy

(a) Because illiteracy among women constitutes the major obstacles to their participation in economic life of Africa dynamic programmes to eradicate illiteracy should be adopted and target dates set for its elimination.

(b) In literacy campaigns the emphasis should be on functional literacy and numeracy and on the teaching of subjects which are of special interest to the community.

(c) Cheaper transistor radios and inexpensive graded literature for mass education should be made available. Radio and television programmes should also include more items on the civic and political education of women.

46. Adult Education

(a) Adult education programmes should be geared towards increasing awareness and full participation of women in modern world of science and technology.

(b) Women should be encouraged through adult education programmes to take part in trade unions and to be informed of their civic responsibilities.

(c) Adequate facilities should be made available in the community for women to continue their education.

47. Training

(a) The number and variety of vocational institutions for women should be increased bearing in mind the difference in the level of education, those who have no education at all, the existing employment opportunities and future job opportunities in the light of growing industrialization and technological advancement.

(b) Vocational training should be encouraged and valued.

(c) The training of agricultural extension workers, social welfare workers, community development officers and other rural workers should be carried out, keeping in mind the needs of rural women

(d) Emphasis and priority should be put on the training of trainers with equal access for girls and boys at all levels, giving special consideration to appropriate agricultural technology.

49. Training for formal and informal employment in business, commerce industry and handicrafts.

(a) There should be more in-service training for women already at work in order to prepare them for the supervisory and managerial posts. Chambers of commerce and industry should participate actively in providing more opportunities for such training.

(b) Women should be trained in all aspects of running small-scale industries and of trade management, marketing and co-operatives.

50. Training women for their multiple roles

(a) Vocational training institutions should adapt their programmes and schedules to the multiple roles of women as wives, mothers, citizens and workers.

(b) Leadership and internship programmes to be encouraged so that women take an active role in village activities.

EMPLOYMENT

51. Rural Areas: Governments are beginning to pay attention to the economic roles of women in the rural areas and measures are being undertaken to improve this contribution. Nevertheless, the situation of rural women does not seem to have undergone much improvement since 1975. Lack of accessibility makes it impossible for information and training to reach many rural women and lack of transport and assured markets for their farm produce and handicrafts tend to decrease their productivity.

52. The Africa Plan did not emphasize sufficiently measures that need to be taken with regard to women's work in rural areas, specifically in food production. In this sector actions need to be taken so that the end product of women's labours are (1) increased production of staple food and (2) improvement of the production of small farms that feed the majority of the population.

53. These strategies are in line with the FAO Regional Food Plan discussed supra. The Regional Food Plan emphasizes the important roles women can play in the promotion of substitute foods, in changing eating habits and in nutrition education. In conjunction with the Regional Food Plan, to strengthen the Plan of Action regarding women's labour in rural areas, the following strategies are suggested:

- Based on continous research promote the recognition and documentation of women's contribution to agriculture as a productive activity contributing to the gross national product, especially in terms of food supply;

- In national plans recognize women as vital instruments for solving the food crisis and make deliberate provisions to upgrade women's skills and lessen their labours.

- In the choice of appropriate technologies to make women's work more productive and less onerous, improve traditional techniques in food preservation and storage.

- Devise appropriate training programmes to familiarize women with new and improved technologies suited to their situation and resources.

53. Urban areas: The women who work in urban areas are either self-employed in trade and businesses or in paid employment. Despite legislation and constitutional provisions to the contrary, many employers continue to prefer men to women in certain fields and in higher categories of employment where decisions are made.

54. In addition to the actions cited in the Plan, the following strategies are proferred to overcome the obstacles to the full employment of women, as outlined in the paper "progress and obstacles in achieving the minimum objectives of the World and Africa Plan of Action," (E.CN.14/ATRCW/79/W.D.1) on the basis of government replies to the Questionnaire on the Implementation of the Plan of Action:

(1) Provision of relevant education and training.

(2) Provision of credit facilities and seed capital to enable women to be self-employed.

(3) Campaign for the change of attitudes and traditions relating to women and employment.

(4) Government commitment at planning levels to the improvement of women's contribution in employment by including measures for employment of women in all national plans.

COMMUNICATIONS AND MASS MEDIA

55. The Regional Plan was concerned both with the images that media portray of women and the representation of women in pivotal jobs in this important sector, because of its influence on public consciousness in regard to new roles for women.

56. Since the adoption of the Plan, ATRCW and UNESCO have undertaken research on the portrayal and representation of women in the media in the Region: the Centre has also held study tours for women journalists to underline the importance of the integration of women in development and plans to extend this concept to a regional workshop for senior producers of radio programmes. It has also begun a project to produce a motivational film on national machineries for the integration of women in development.

Strategy for 1980 - 85

57. While ATRCW/ECA will continue to play an active role in the development of mass media for the integration of women in development its role can only continue as a sensitizer. The major action required is at the national level, where women must continously strive to increase their inclusion and participation at all levels and in all spheres of life. In this respect, the Plan of Action (Regional and World) remain useful guides for constructive selection of priorities within the realities of national plans and budgets. Beyond the Plans thought must be given to the following areas in the 1980s:

(a) Training of women for careers in journalism.

(b) Increasing women's access to the media.

(c) Establishment of subregional and regional networks for information exchange among women and government policy organs.

(d) Analysis of folk media and developing a systematic adaptation of these media in promoting integration of women in the development process.

58. ATRCW will maintain close liaison and collaboration with member States, as well as with United Nations specialized agencies and others in this field. The major functions of the Centre are therefore conceived as follows:

(a) Project Development: Assisting member States in formulating and implementating projects at the national, subregional and regional level.

(b) Review and Appraisal: Assisting member States in evolving up-to-date information on mass media and women, and in adapting new ideas on the media for information and training.

(c) Clarity of Conception: Periodically, to clarify and interpret when necessary, new approaches and concepts, as developed in the field as well as reflecting global thinking on the integration of the media for women's advancement.

(d) Clearinghouse function: To collect and disseminate information on the situation of women in the Region, trends in their integration in the development process and progress made. Such clearinghouse functions will include the establishment, at the ECA library of section handling publications and other information materials on women.

HEALTH, NUTRITION AND FAMILY LIFE

59. While everyone has an undeniable right to health, conditions in many African countries, and especially in the rural areas where there are considerable shortages of health personnel and facilities, have precluded the actual enjoyment of this right by the majority. Women have suffered more from inability to enjoy this right because they need special care during pregnancy, delivery and lactation.

60. Adequate nutrition is of fundamental importance for the full physical and mental development of the individual, and women have a vital role to play in this area in the production, preparation, processing and consumption of food. Improved access to health, nutrition and family life education is essential to the full participation of women in development activities, to the strengthening of family life and to a general improvement of the quality of life.

61. Although there is a trend towards the strengthening of women and children's programmes in health services - providing pre-natal, post-natal and delivery services, family planning services and health services

directed to infants, pre-school and school children - the lives of many children in Africa are still plagued by a variety of diseases. Nearly two-thirds of all deaths in Africa are those of children under five years. The status and knowledge of women of health and nutrition have major bearing on the health status of children. Therefore the servicing of this segment of the population has to meet their basic needs for good health and nutrition of the future generation.

62. The Regional Plan of Action recommended improvement in water supplies, strengthening of basic health services, development of nutrition programmes, provision of supportive family services and expanding social welfare assistance.

63. While a lot of effort has been made by governments to implement the Plan, not enough improvement has been achieved with regard to nutritional and health status of the majority who live in the rural areas. More dynamic strategy and commitment are required.

64. A new approach to the provision of health services needs to be promoted to emphasize distribution of health resources, imaginative use of traditional medicine and practioners and the development of appropriate health technologies relevant to the local needs. Present health services are inefficient mainly because they are almost entirely oriented towards curative medicine. A major effort to improve the supply of pure water, sanitation and nutritious foods would have far greater effect in reducing mortality than the health services as they are presently organized. Finally, in view of the importance of women not only as users but also as providers of health care steps should be taken to incorporate them as fully informed and active participants in the health planning and decision-making process at all levels. They should be encouraged to organize health co-operatives and self-help programmes.

65. The following are suggested strategies for the future:

(a) Strengthen centres for training health personnel and research, paying attention to the techniques of organizing primary health care.

(b) Upgrade training of traditional midwives and family health workers. Recruitment and training should be undertaken at the village level to prepare villagers as health workers to provide basic health services for their community.

(c) Encourage research on and promotion of traditional medicine so as to alleviate the dependence on foreign imported drugs; promote the local manufacture of necessary pharmaceuticals.

(d) Encourage analysis and exchange of country experiences through analytical case studies particularly in the following fields:

- approaches and models which have had good results.
- methods and techniques of obtaining the active involvement of communities,
- methods of identifying, training and evaluating community health workers.

(e) Develop appropriate technologies for water supply;

(f) Encourage both men and women to take interest in better methods of producing food crops to improve the nutritional status of the community.

(g) Establishing appropriate child-care facilities for pre-school children, managed by well-trained staff including a systematic programme of training day-care workers.

66. In 1976, the Director General of WHO Dr. H. Mahler drew the attention of the World Health Assembly to the need "to combat taboos, superstitions and practices that are detrimental to the health of women and children such as female circumcision and infibilation." Many cultural practices are of direct relevance to all those who are concerned with the health and well-being of mothers and children. Therefore collection and dissemination of information on traditional practices and their effects on the health of women should be encouraged, with the primary objective of fostering a realistic approach to promoting useful and proven customs and doing away with harmful ones.

POPULATION

67. It is not difficult to prove that women's secondary position partially attributed to their being overburdened with heavy family responsibilities, particularly those connected with their domestic duties, repeated pregnancies, big families, poor health, malnutrition, etc. Therefore it is futile to overlook her family life condition in any effort to improve her situation either in education, employment, legal rights or other realms.

68. Population education is essential to this end and to achieving the targets of the Plan of Action. Population education programmes usually fail to achieve their objectives unless they are part of larger plans for socio-economic development whose ultimate objective is to modify social structures and institutions, and consequently the values and traditions which control family and individual behaviours. Thus, population education activities should function in close harmony with social reinforcemement institutions which can influence the desired change, such as those agencies in the country controlling economic, political, religions, professional and health matters.

69. This desired change should not be sought only through training and educational workshops and seminars for women leaders, but also indirectly through all possible social channels using the "social influence approach." The latter usually operates effectively if applied systematically through a sustained social intervention process comprising three important components:

(a) Information that provides the target audience with all facts, ideas and concepts that are necessary for understanding causes of and consequences of family life problems and for defining a solution.

(b) Persuasion that allows the target audience to weigh the suggested solution against inherited values and possible benefits of the desired behavioral change, and even to object to it. It also involves using incentives to motivate and impress on the learner the urgency to act on the problem.

(c) Reinforcement through the various social institutions which manipulate such benefits, services and law enforcement as education, housing, welfare, medical facilities, taxation, etc.

It is important to reward continued adoption of the desired change.

70. Population education programmes cannot be effective if they do not deal with the total existential context of African women, involving a comprehensive strategy for dealing with the various inter-related issues. Such strategy should address itself to (a) denouncing discriminatory practices, (b) encouraging action against such practices, and (c) promoting women's education and skill-upgrading.

71. Since population education is mainly for women of child-bearing age, it has to be conducted primarily through non-formal education channels, and preferably alongside other on-going programme activities involving

these women, whereby population related concepts and data , as they affect the African women's family life, are introduced in the normal process of these other activities. But since men still have the upper word when it comes to family-size decisions, they should be included in such education programmes. Any population programme attempting to improve the quality of life should stand on a firm knowledge base that covers the most important social, economic and demographic factors related to the family. Although some research has already been undertaken, the following are some topics on which research should be encouraged:

(a) Research on population characteristics (micro and macro), and perceptions of these characteristics in selected countries to provide a comprehensive knowledge base for programme content in these countries. This could be handled on inter-country basis.

(b) Research on socio-economic and cultural factors impinging on, or influencing, the growth and development of concepts related to population and other socio-cultural issues.

(c) Research on the identifiable sources from which concepts which are population-related or based are learned (e.g. family, peer groups, other adults, the mass media, etc.).

(d) Research on communication channels suitable for the diffusion of new innovations and population concepts.

(e) Research on affective values, beliefs, taboos and traditions which control decision-making processes in the family in selected countries, and the ways in which levels of understanding of population issues affect these values and attitudes.

(f) Research on government and public reinforcement contingencies with population implications in selected African countries.

72. It should be also noted that the type of research which is suggested here is not the purely academic which indulges in sophisticated designs without much attention to practical needs. Neither is it the purely market-type research which pays little attention to analyses and interpretations of relevant theories. Rather it should be a middle point between these two genres of research syles with maximum attention given to clues that lead to social intervention action needed to cope with the problem investigated.

73. Population education programmes should involve all possible resources, particularly the national machineries. NGO's and other private voluntary organizations are important vehicles as well.

RESEARCH, DATA COLLECTION AND ANALYSIS

74. The Plan of Action for the Integration of Women in Development in Africa was particularly concerned with the development and collection of socio-economic indicators on the situation of women in the Region in order to measure the extent of women's involvement in economic activities and the impact of modernization and development programmes on their lives, as a basis of action programmes. Since the elaboration of the Plan, a goodly amount of work has been done in the area of identification of indicators, notably by the ATRCW, UNICEF, UNESCO and UNRISD. Since indicators will necessarily vary from country to country, more national studies are still needed to identify those indicators particularly suitable to each country and subregion. National machineries should encourage their undertaking. But more importantly the strategy relative to indicators for the second half of the Decade should stress the dissemination of recent research results and the informing of planners of these results in order to translate research into action programmes. Again, this is a major activity that national machineries should promote.

75. The areas identified for study in the Plan of Action remain valid, particularly in light of the fact that few national censuses and surveys have been undertaken since 1975. When they are about to commence it is important to stress to national directors of statistics the need for breakdowns by sex in order to identify areas for action relevant to women, particularly in the subtheme areas of employment, health and education. The lack of such sex breakdowns has in the past hindered identification of the special needs of women.

76. More research needs to be done on women as food producers, on poor (urban and rural) women who perform multiple roles and on women as heads of household, in view of the new development emphases since 1975, particularly in agrarian reform and rural development as well as alternate development and the New International Economic Order.

77. Review of research undertaken in the Region since 1975 shows that, in addition to work on identifying indicators, significant work has been done or is planned to start shortly on non-formal education, communications and women's role and images therein, vocation education for girls and women and, in particular, their access to education, health

their situation under statutory and customary law, and to a lesser extent in agriculture and agrarian reform. The fact of this new research suggests that among the strategies in this sector there must include: (1) increased coordination among United Nations agencies to avoid duplication of research undertaken and to build upon each other's studies, and (2) further emphasis on the dissemination and application of research results.

78. In order to implement the activities spelled out in the Plan, the following strategies are suggested for the remainder of the Decade:

(a) Cooperation between existing research institutions, specialized non-governmental organizations (such as the African Association of Women for Research on Development - AAWORD), international agencies and the ATRCW to further common research aims.

(b) Establishment and promotion of research wings of national machineries, with stress on assuring their technical capabilities to undertake research in line with national priorities.

(c) Encouragement of the dissemination of research results and their translation into action programmes through the fostering of Region-wide information networks, emphasis on the role of the ATRCW as a clearing-house for information on women and development in the Region, and the establishment of effective mechanisms for the exchange of information between the Regional Commission, the Subregional Committees on the Integration of Women in Development at the MULPOCs and member States.

(d) Further research on changing attitudes towards the full participation of women in all aspects of society, and the spreading of the results of this research through, inter alia, the establishment of small information/communication units in institutions involved with research.

(e) Within the United Nations system in the Region, coordination of the work of United Nations agencies on data collection, strengthening of inter-agency cooperation and establishment of effective links with the International Research and Training Institute for Women. Issuance of publications portraying United Nations activities on behalf of women should be stressed.

(f) In order to encourage better utilization of and wider access to existing data, surveys on research pertinent to the situation of women undertaken since the beginning of the Decade should be made and their results widely published, along with the compilation of annotated bibliographies on women and development on national and subregional bases.

(g) Emphasis should be placed on the exchange of information on economic changes and their impact on women, along with measures to be taken to overcome negative impacts, in accord with the themes of the New International Economic Order.

LEGISLATIVE AND ADMINISTRATIVE MATTERS

79. On the necessity of having national laws which promote the integration of women in development, the World Plan of Action states that constitutional and legislative guarantees of non-discrimination on the basis of sex are essential, that governments should review their legislation affecting women in this light and that appropriate bodies should be established to monitor outdated national laws and regulations as regards women.

80. In this regard the Africa Plan assigned the important role of mobilization to women's organizations. Action were to be undertaken to accord women equal rights with men in civil law, equal status with men in marriage, to remove legal impediments to population planning, provide affordable legal aid to women, and to promote the ratification of International Labour Organisation Conventions relevant to women.

81. Information received from the governments who replied to the Questionnaire together with other sources indicate that constitutional and other legislative provisions in the different countries do not as a rule discriminate on the basis of sex. However, women are still widely discriminated against and their social status has not undergone much improvement. Traditions, uncodified customary laws and practices, religious beliefs and rules re-inforced by cultural conditioning provide the greatest obstacles to women's emancipation.

82. Therefore strategies for the future must be aimed at these obstacles. Strategies could include the following:

(a) Establishment of appropriate bodies to be responsible for monitoring and reviewing the implementation of equal treatment provisions in the laws.

(b) The unification of the various legal systems governing marriage, personal relationships in the family and inheritance in order to eliminate existing descrepancies and inconsistancies.

(c) One of the reasons why many women shy away from enforcing their rights is the fear of the intricacies and expenses involved.

Free legal aid centres staffed by lawyers who are committed to the principle of equality between the sexes should be established in low income urban and rural areas. These should include free consultation and discussion hours.

(d) Re-orientation of law enforcement agents to the need of strictly enforcing equal treatment provisions.

(e) Publication of rights and duties of both men and women in the society and as husbands, wives, fathers, mothers in the home. This should be done through campaigns in the mass media as well as through wide circulation of booklets on these issues.

(f) It has been noted that despite the avowed intentions and actual ratification of convention No. LLL Discrimination (Employment and Occupation) 1958 by many African countries and/or inclusion of laws requiring non-discrimination in all spheres of employment in the statute books, the existing situation is far from satisfactory. Therefore while investigating other ways of making this principle operative in fact, the governments and trade unions might wish to review those labour laws and regulations which are hindering the attainment of equality in employment and yet are not serving a necessary social requirement. For example, the necessity for guaranteeing women maternity benefits might be seen as a must and a service for the whole society while banning women from night work in certain factories or underground work in mines is probably not necessary.

(g) Women and girls should be more aware than men of the disadvantages and indignities of the institutions such as polygamy and payment of bride-price and of the diminution of status in marriage caused by these practices and should recognize that they themselves must take steps to eradicate old customs, traditions and prejudices which tend to give women an inferior position in the family. Women's organizations must therefore as a matter of priority make extensive use of discussion forums as well as of other modern techniques of mass education and communication to educate public opinion on the values of women as human beings.

(h) Special attention should be paid to the legal situation of women under apartheid, through promotion of legal defense funds among other means.

SUMMARY

New development emphases within the United Nations system provide important strategical devices to accelerate the implementation of the World and Africa Plans of Action for the Integration of Women in Development, in the context of the World Conference on the United Nations Decade for Women theme of "Equality, Development and Peace." These strategies have been utilized to spell out particular programmes in the areas of organizational machinery, education and training, employment, communications and mass media, health, nutrition and family life, population, research data collection and analysis and legislative and administrative matters. Taken together it is hoped that these strategies will provide acceleration, which has been found lagging, in the years 1980-85.